
EFFECTIVE

January 1, 2019.

Subject(s)

Administrative Policy Organization (APO) 216, Office Space

Service Animals

Service animals may accompany people with disabilities in MDHHS facilities. The tasks performed by a service animal must be directly related to the individual's disability.

Example: A dog trained to sense that an anxiety attack is about to happen and to take a specific action to help avoid the attack or lessen its impact, qualifies as a service animal. However, if the dog's mere presence provides comfort, that would **not** be a service animal under the American with Disabilities Act (ADA).

In situations where it is not obvious that the dog is a service animal, staff may ask only two specific questions:

1. Is the animal required because of a disability?
2. What work or task is the animal trained to perform?

Staff may not request any documentation for the animal, require that the animal demonstrate its task, or inquire about the nature of the person's disability.

ADA Revised Requirements: Service Animals FAQ, US Dept of Justice, Civil Rights Division, Disability Rights Section
[https://https://www.ada.gov/service_animals_2010.htm](https://www.ada.gov/service_animals_2010.htm)

Michigan Protection & Advocacy Services (MPAS) Service Animals
[http://http://www.mpas.org/contact-mpas/service-animals](http://www.mpas.org/contact-mpas/service-animals)

Reason: Policy updated to include reference to service animals.

**MANUAL
MAINTENANCE
INSTRUCTIONS**

Changed Items ...

[APO 216](#)